

PERFORMANCE EVALUATION CYCLE – AY 2026-2027

| | Hired Fall 2026 | Hired Spring 2027 | Hired Fall 2025 | Hired Spring 2026 | Currently in 3 rd Year | Currently in 4 th Year | Currently in 5 th Year | Currently in 6 th Year |
|------------------|-------------------------------------------------|-------------------------------------------------|---------------------------------------|-------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| 2026/2027 | Periodic Evaluation OR Mentoring Meeting | | Periodic Evaluation | Periodic Evaluation OR Mentoring Meeting | Performance Review (3 rd) | Periodic Evaluation | Periodic Evaluation | Performance Review (6 th) |
| 2027/2028 | Periodic Evaluation | Periodic Evaluation OR Mentoring Meeting | Performance Review (3 rd) | Periodic Evaluation | Periodic Evaluation | Periodic Evaluation | Performance Review (6 th) | |
| 2028/2029 | Performance Review (3 rd) | Periodic Evaluation | Periodic Evaluation | Performance Review (3 rd) | Periodic Evaluation | Performance Review (6 th) | | |
| 2029/2030 | Periodic Evaluation | Performance Review (3 rd) | Periodic Evaluation | Periodic Evaluation | Performance Review (6 th) | | | |
| 2030/2031 | Periodic Evaluation | Periodic Evaluation | Performance Review (6 th) | Periodic Evaluation | | | | |
| 2031/2032 | Performance Review (6 th) | Periodic Evaluation | | Performance Review (6 th) | | | | |
| 2032/2033 | | Performance Review (6 th) | | | | | | |

OVERVIEW OF EVALUATION PROCESS

| | When review takes place | What candidate assembles | Who conducts review | Review outcome |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Probationary Faculty Year 1* | In Fall semester, a mentoring meeting with chair/director may be requested in lieu of a formal evaluation. | | | |
| Probationary Faculty Years 2, 4, or 5* | Fall semester | Interfolio dossier to include PDS, c.v., student feedback surveys, and prior years' periodic evaluations and performance review letters. | 1) Department or school peer review committee 2) Department chair/school director | Completed periodic evaluation to be placed in Personnel Action File only. Will not be required for submission with subsequent years' performance reviews. |
| Probationary Faculty Years 3 or 6* | Begins Fall semester; continues through Spring semester | Interfolio dossier to include PDS, c.v., student feedback surveys, prior years' performance review letters, five significant items in teaching, professional growth, and service. | 1) Department or school peer review committee 2) Department chair/school director 3) College peer review committee 4) Dean 5) UPTRP (if applicable) 6) Provost | PDS to be placed in Personnel Action File. |

*Associates: Please consult your letter of appointment to determine type of performance review.